



*A Unified Voice for the 15 Cities of  
Santa Clara County, California*

July 27, 2016

Dear Mayors and City Managers,

At the June 2016 Board of Directors Meeting the Cities Association of Santa Clara County recommended adoption of a minimum wage by member cities as outlined below. The collaboration amongst Mayors across the County and the Cities Association Board of Directors is much appreciated and has led to groundbreaking efforts on a regional approach to a minimum wage.

As you know, a regional approach to raising the minimum wage is essential to providing equity when it comes to our shared economy. Different rules for different cities create an uneven playing field that can be damaging to local economies. According to the regional minimum wage study led by the City of San Jose, increasing the minimum wage to \$15 an hour by 2019 in our County would:

- Increase earnings for 250,000 workers;
- Raise average annual earnings of affected workers by 19.4 percent, or \$3,200 (in 2014 dollars);
- Increase average prices in Santa Clara County by 0.2 percent over three years;
- Have a net effect on employment that is slightly negative at the county level (1,450 jobs) and close to zero at a 10 county regional level.

Based on the results of the study, Board Member input, and community input, the Cities Association of Santa Clara County recommends a regional minimum wage increase according to the following:

- Increase minimum wage to \$15 by 2019 in three steps: \$12.00 on 1/1/17, \$13.50 on 1/1/18, \$15.00 on 1/1/19;
- “Off-ramp” triggers during ramp-up phase that would allow for scheduled increases to be delayed under certain economic conditions;
- Index to Bay Area CPI-W after 2019, capped at 5%;
- Round to nearest 5 cents;
- No exemptions.

Though several cities have already increased minimum wage, the proposed increase and schedule would lead cities to land at \$15 one year after Mountain View and Sunnyvale, and three years before the State of California. Ultimately, the goal is to have all or most of our cities at nearly the same wage by 2019 and ahead of the State due to the region’s high cost of living.

To ease implementation, a model ordinance has been provided and is available at the following link:

<https://docs.google.com/document/d/11-NBB2YrwJhpVT5j4flH48GwZ57Lylhm-PUscf0raXY/edit?invite=CLG4uZgG&ts=576c9fe5&pref=2&pli=1>. The model ordinance may be adjusted and revised based on feedback from participating cities. It is expected that each city and council will need to do the necessary outreach to its businesses and constituents and will ultimately

decide whether or not to increase the minimum wage within its own jurisdiction according to the needs of its community.

As stewards of your communities, we urge you to consider joining your neighboring jurisdictions in providing all workers with a more livable standard of wage in our region and increasing the wealth of low- and middle-income families so they can have better financial security. For more information regarding the results of the study, employer survey, presentations and analyses, please see information at the following link:

<http://www.sanjoseinfo.org/external/content/document/1914/2857034/1/06-20-16-OED.pdf>.

Thank you for your collaboration and invaluable leadership.

Sincerely,



Hon. Jim Griffith, Sunnyvale  
President, Cities Association



Hon. Rod Sinks, Cupertino  
Member, Minimum Wage  
Subcommittee



Hon. Greg Scharff, Palo Alto  
Member, Minimum Wage  
Subcommittee